

# STRATEGIES TO SUCCESSFULLY LEAD REMOTE TEAMS

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**NHRMA 22**

84TH ANNUAL CONFERENCE + TRADESHOW

# CONFERENCE SESSION OBJECTIVES

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- Understand a successful communication formula for leading remote teams.
- Learn how to increase accountability with remote, hybrid, and in-person teams.
- Increase supervisor's capabilities of being a successful leader resulting in increase engagement.



# REMOTE WORK IN THE US

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There are 125 million full time employees in the US. 70 million workers say that they can do their job remotely.

- 30% want to work fully remote
- 60% want hybrid
- 10% want to work fully on site



# WHY DO EMPLOYEES WANT REMOTE WORK?

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1. The commute



2. Helps my wellbeing



3. It works better for my family

# SUCCESSSES AND CHALLENGES TO LEADING REMOTELY

In groups of 3-4 ...

- Discuss your greatest successes and challenges in leading remotely.



# COMMUNICATION FORMULA

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Reimagine your communication formula.

- Meetings: Groups and 1:1s
- Calls and Video Chat
- Email and Text
- Instant Messaging
- Channels of Communication



# BEST PRACTICES FOR GROUP MEETINGS

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Consider a short stand up

- Wins / accomplishments / completions
- What are you working on?
- Obstacles



# COMMUNICATING AS A REMOTE LEADER

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Convenience



Effectiveness

- Calls
- Video
- Email
- Text
- Instant Messaging





# INCREASING ACCOUNTABILITY

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- Employees must see how their work contributes to the organizations' larger purpose.
- Foster a culture of clarity in accountability.
- Focus on outcomes.
- Create a sense of belonging and friendship.

Harvard Business Review 2019 & Gallup

# GROUP ACTIVITY

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## In the groups:

- Identify 1-2 tactics that you will implement to **build upon the successes** that you identified earlier.
- Identify 1-2 tactics that you will implement to **reduce the challenges** that you identified earlier.



# SUCCESSFUL LEADERSHIP

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- Take a learning approach to remote leadership.
- Reinforce successful communication.
- Understand and recognize the benefits of having employees connect with each other and the organization.
- Support those who are not adapting well to remote work. (Leaders and employees)



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